

SUPERINTENDENT'S CONTRACT

THIS CONTRACT is entered into by and between the Board of Education (hereinafter referred to as "the Board") of the Webster County School District located in Webster County, Kentucky (hereinafter, "the District"), and **James A Kemp** (hereinafter, the "Superintendent"), for the position of Superintendent of Schools of the District.

The Board hereby agrees to employ the Superintendent for a period of four (4) years (to begin upon the completion of the current contract ending on June 30, 2010 beginning on July 1, 2010 and ending on June 30, 2014. The Superintendent agrees to the term of employment under the following conditions:

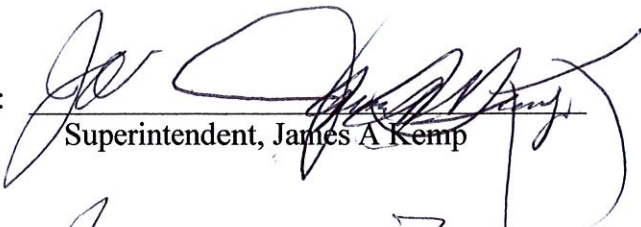
- (1) The salary paid to the Superintendent in each contract year shall be determined by the Board, prior to that contract year, as follows: base salary based on Rank 1 and years of experience, pay for extended days of employment, and Superintendent's increment. The annual salary modifications shall be mutually agreed to in each of the remaining years of this contract, provided said salary in each subsequent year shall not be less than the salary paid in the preceding year, and beginning in 2010-11 provided the Superintendent shall receive cost of living adjustments each year no less than the average of step increases provided to other certified employees of the District [based on the District's adopted certified salary schedule] plus changes in state for certified personnel]. At any such time as all employees of the school District receive an increase to their basal salary, the Superintendent's basal salary and extended days shall be increased proportionately.
- (2) This Contract requires the services of the Superintendent for two hundred forty (240) days per year. The Superintendent shall receive twenty-five (25) calendar days of vacation annually, exclusive of legal holidays. It is further understood that, notwithstanding this fact, the Superintendent is to be paid for 240 days of work and to devote his full time to ensure the success in the operation of the School District.
- (3) The Superintendent agrees to perform well and faithfully the duties of Superintendent and to serve as chief executive agent of the Board, having powers and duties as may be prescribed by law or by the Board from time to time.
- (4) The Superintendent shall furnish throughout the life of this Contract a valid and appropriate license to act as Superintendent in the State of Kentucky.
- (5) The Superintendent agrees to devote his time, skill, labor and attention to said employment during the term of the Contract and shall discharge the duties as set out by laws, rules, and regulations as of the State Board of Education, including

KRS 160.370 and the job description approved by the Board of Education attached hereto.

- (6) The Board shall annually provide the Superintendent with an evaluation based upon a mutually agreed upon evaluation instrument, with periodic opportunities to review and discuss Superintendent/Board relationships and the Superintendent's personnel records and performance at reasonable times as set by the Board.
- (7) The Superintendent shall attend appropriate professional meetings and conferences at the local, regional, state, and national levels. The board shall pay the Superintendent a travel allowance of \$400.00 monthly for travel within the School District, without documentation, and for out-of-district travel as documented. Travel out of the state will be approved by the Board.

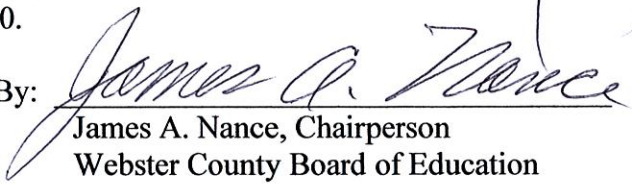
Dated this 29th day of March, 2010.

By:


Superintendent, James A. Kemp

Dated this 29th day of March, 2010.

By:


James A. Nance, Chairperson
Webster County Board of Education